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WORLD SUMMIT FOR SOCIAL DEVELOPMENT, INCLUDING THE ROLE OF THE UNITED NATIONS SYSTEM IN PROMOTING SOCIAL DEVELOPMENT

Report of the Secretary-General

BACKGROUND

By its resolution 47/92, the General Assembly decided to convene a World Summit for Social Development at the level of heads of State or Government to be held early in 1995. In paragraph 5 (a) to (k) of that resolution, the Assembly set out the objectives of the Summit, and in paragraph 6 decided, taking into account those objectives, that the core issues affecting all societies to be addressed by the Summit were:

(a) The enhancement of social integration, particularly of the more disadvantaged and marginalized groups;

(b) Alleviation and reduction of poverty;

(c) Expansion of productive employment.

The General Assembly also recommended that the Economic and Social Council, at the high-level segment of its substantive session of 1993, consider the theme "World Summit for Social Development".

By its decision 1993/204, adopted by the Economic and Social Council at its organizational session for 1993, the Council decided that its high-level segment of 1993 should be devoted to the consideration of the major theme: "World Summit for Social Development, including the role of the United Nations system in promoting social development".

In that decision, the Economic and Social Council invited the Secretary-General, in preparing the report for the high-level segment, to pay attention

to ways of attaining the objectives of the Summit and to examine the core issues as set out in General Assembly resolution 47/92, and the role of the United Nations system in those matters, and also invited the appropriate organs, organizations and bodies of the United Nations system, including the specialized agencies, to contribute to the preparation of the report within their areas of competence.

The present report has been prepared in response to the Economic and Social Council's request, on the basis of consultations with and contributions from the organs, organizations and bodies of the United Nations system. The main thrust of the report is to address the above-mentioned core issues and explore possible approaches and policies, at the national and international levels, required for the attainment of the social objectives identified in General Assembly resolution 47/92. The analysis is anchored in the present global context and the perspective of the 1990s. The report attempts to encompass in a balanced manner the principal elements of the Assembly resolution and to bring out the interlinkages between peace and stability, economic development and social progress in the new international context.

The purpose of this report is to assist the Economic and Social Council in exploring the key social issues and objectives for the 1990s rather than in reaching agreements or decisions. The report should thus be seen as being exploratory in nature, as raising questions and indicating areas that would benefit from further international debate and professional inquiry.

Additional information to be made available to the Council provides an overview of the wide array of activities that the organizations of the system are undertaking in the social development field. It also highlights a selected number of major social goals and targets adopted by the United Nations system as well as recent and planned meetings and publications in the social area. This information is intended to give an idea of the considerable work already under way in the system that would need to be taken into account in the preparations for the Summit.

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I. GLOBAL SETTING

1. In these, the closing years of the twentieth century, the world has entered a time of historic transition. With the end of the cold war and the spread of democracy, there is a sense of great opportunity and hope that a new world can be built - a world of peace and stability, where the goal of social progress and better standards of living in larger freedom can be realized through genuine international cooperation.

2. The surge of democracy throughout the world has created a new feeling of freedom, but it also requires that the aspirations of people everywhere for a better life be met sooner rather than later. At the same time, the assertion of ethnic, religious and cultural identities, often through violent means, has unleashed new threats to the stability and cohesion of societies. The world is witnessing a tragic phenomenon: the virtual collapse of state structures and institutions of civil society in a number of countries, which is bringing in its train bloodshed, hunger and famine.

3. Parallel to these political developments, major changes are taking place in the methods of economic management. Despite significant variations in national policies and institutions rooted in culture and history, in general the spread of open, market-based development strategies in all regions has helped create new possibilities for dynamism in the global economy. Yet the market is not alone sufficient. There is also increasing recognition of the need to address, in creative ways, the interaction among the social functions of the State, market responses to social demands and the imperatives of sustainable development. Policy makers and practitioners are actively seeking to devise a new development style that puts people at the centre, is responsive to social needs, seeks the alleviation and eradication of poverty and hunger, is predicated on and promotes the development of human resources, and is environmentally sound and sustainable.

4. However, this search is being stymied by a world economy that seems to have been slowing down markedly, owing mainly to a decline in that of Eastern Europe and of the former Union of Soviet Socialist Republics. For three consecutive years, the expansion in world output has failed to match the increase in world population. Global output per head has thus been declining in the first three years of this decade. Quite apart from normal cyclical factors, there is a risk that the world economy might settle into a slow-growth pattern well below its optimum growth path. Economic uncertainty and lowered expectations can feed upon each other to slow down growth. Not only would such a course entail massive loss in output, employment and human welfare, but it also could make sustainable and socially equitable development vastly more difficult to realize. Reviving economic growth is thus a global challenge that must be faced globally.

5. The world remains deeply divided between the rich and the poor, both within and among countries. Of a total world income of some $20 trillion, almost three quarters accrues to only 16 per cent of the population living mostly in developed countries, while three quarters of the world's population, mostly in developing countries, shares only 15 per cent of that income. 1/ One fifth of the world's population (or over 1 billion people, who receive the lowest income) earns a little over 2 per cent of total world income. Of these, 180 million

live in Africa, 420 million in India, 210 million in China, 75 million in Latin America and the Caribbean, and the rest mostly in other developing countries.

6. These people constitute the world's poor, some of whom live in relative poverty in developed countries and in countries with transition economies. Some 500 million of these poor, or 10 per cent of the world's population, live in extreme poverty. While the numbers are staggering, even more worrisome is the following trend: except in Asia, the number of poor, in both absolute and relative terms, is growing in the developing world. The phenomenon of poverty is manifesting itself in many forms even in the industrialized world, particularly in countries with transition economies. Poverty thus remains the principal challenge of our day.

7. The high incidence of poverty and the unequal distribution of income are a direct result of the equally uneven distribution of capital and technology, comprising financial resources, physical assets and knowledge and skills. Illiteracy remains high in most developing countries. Public expenditures on education, health and sanitation are proportionately lower in developing countries in general than in developed countries. Investments in physical infrastructures and technology lag as Governments grapple with large fiscal and external deficits.

8. These manifestations of underdevelopment have been aggravated in a majority of developing countries in recent years by both international and domestic factors. Internationally, the most severe consequences followed from accumulated debt burdens and from persistently low relative prices and slack demand for commodities that many developing countries export for their development. Domestically, policies of stabilization and structural adjustment or major economic reforms have in the short term reduced growth in countries' employment and output levels. Previously existing social safety nets have been disrupted, aggravating the situation of vulnerable groups including women and children.

9. Social disruption and marginalization have also been brought about by social and political conflicts. The world refugee population doubled in a little over a decade to 20 million in 1992. 2/ Even larger numbers have been displaced from their homes and habitats within their own countries. The number of disabled persons has increased severalfold during the last decade as a result of wars and civil strife in some developing countries. Young children orphaned by the death of parents who fell victim to acquired immune deficiency syndrome (AIDS) constitute a new group whose absorption into the mainstream of economic and social life will require enormous effort. In developed countries, the breakdown of nuclear family institutions and the emergence of young mothers as sole supporters of families have created new patterns of poverty.

10. The past decade has seen a major surge in the movement of peoples across frontiers both among developing countries and between developing and developed ones as well as between Eastern European and Western European countries. While some of these immigrants leave their countries owing to fear of persecution, a majority depart for economic reasons. Immigrants who have yet to integrate themselves into the local culture are often marginalized in host societies.

11. Not only are the demographic pressures generated by high rates of population growth felt by Governments hard-pressed to expand educational, health

and other essential services, but they also manifest themselves in rural-urban immigration, high rates of urban unemployment and rural underemployment, growth of urban slums, expansion of the informal sector with unregulated and therefore inhuman labour conditions including child labour, breakdown of family structures, and a growing number of inactive young who have little hope of integration into the mainstream of society. The resulting environment of alienation and exclusion provides a fertile ground for the spread and growth of such social evils as drug abuse, crime and violence.

12. Technological change is transforming the way economic and social goods are produced and distributed, and crossing frontiers in a trend towards globalization that carries the promise of a truly integrated global economy. As the agents for global investment, transnational corporations are increasingly becoming the most important driving force for world trade, technological dissemination and economic growth. While global integration should enhance growth through a more efficient allocation of resources and by a tapping into new reserves of economic dynamism, it in fact also erodes the ability of Governments to effectively manage the pace and direction of economic and social change within their own borders. Moreover, economic and financial criteria tend to overshadow the design of social policies.

13. The revolution in communications is causing a new awakening of millions of people everywhere to their potential and possibilities, and thereby altering the nature of expectations; but for the vast majority among them, the avenues of fulfilment remain either closed or uncertain. The rapid spread of feelings of alienation, and of drug abuse, crime and terrorism, in so many parts of the world in recent years can be attributed at least in part to the despair, particularly among the young, born of lack of opportunity.

14. In a long-term perspective, the problem of social development has to be seen within the context of the economic, demographic and technological changes of the past several decades. Population growth and population movements, changes in economic and occupational structures, technological changes that are shifting the balance of advantage between groups and regions, and the information revolution that is affecting all aspects of life are but some of the longer-term fallouts that are having a profound impact on our value systems and social relations.

15. There is a generalized malaise within the social welfare system of the industrialized world. With persistently high rates of unemployment, large numbers of young people in Western countries and even larger numbers in the East see little prospect of productive employment. Poverty among children, women, the elderly and other vulnerable groups is not uncommon, and in many cases it has increased. The social safety nets are being stretched to the limit, and confronted with large fiscal deficits, Governments are finding it difficult to increase expenditures on social services.

16. The contradictions and dangers inherent in the rapidity and the global spread of the economic, political and social changes that are under way accentuate the necessity of strengthening international cooperation towards the interrelated objectives of securing peace, economic development and social progress. To secure enduring peace, we must eliminate want and poverty and ensure a better life for all in larger freedom.

17. The world community's consciousness of this need has been manifested through a number of meetings at the highest political level held on these great issues of our day. The first Summit Meeting of the Security Council ever held, which took place in January 1992, marked a historic step in reviving the role of the Council in the preservation of international peace and security. The World Summit for Children, held in September 1990, put the problems of children and the family firmly in place in the international agenda. The United Nations Conference on Environment and Development (held in Rio de Janeiro in June 1992), which was the largest gathering of heads of State and Government in history, helped make sustainable development a global imperative. The forthcoming conferences on human rights, on population and development and on women will address important aspects of social development. The convening of the World Summit for Social Development can be viewed as another historic landmark in the effort to develop an integrated global response to the universal human aspirations for peace, progress and justice.

II. BASIC CONSIDERATIONS FOR THE WORLD SUMMIT FOR SOCIAL DEVELOPMENT

18. Social development should be understood in a broad sense implying progress towards higher living standards, greater equality of opportunity and securing of certain basic human rights. It can also be viewed in terms of enhancing the abilities of individuals to control their own lives through economic, social and political actions. Social development is not welfare, nor is it divorced from all other kinds of development. On the contrary, it is crucial not only for improving the human condition but also for enhancing economic efficiency and securing conditions for political democracy. The task before Governments and the international community is therefore to devise integrated development strategies that would respond to a whole spectrum of human needs.

19. The three core issues - social integration, alleviation and reduction of poverty, and productive employment - are closely interrelated. The expansion of productive and remunerative employment is clearly a key requirement for the alleviation and reduction of poverty; it is also an important condition for enhancing social integration, since it provides individuals with a recognized role to play in society. However, growth of employment as such is not necessarily synonymous with a reduction of poverty or greater social integration. On the contrary, many millions of people throughout the world live in poverty and on the fringes of organized society - particularly in rural areas and in the urban informal sector of developing countries - although they have some form of employment. Many of those people work very hard indeed, but at very low levels of productivity, and consequently of income. They live and work in conditions of abject poverty, without any form of legal or social protection. Even in the industrialized countries, many people are employed under precarious conditions, and social groups such as migrant workers and racial minorities are frequently engaged in poorly remunerated, and unprotected, marginal activities.

20. The common themes underlying the three core issues of the Summit would seem, therefore, to be those of deprivation and exclusion. Deprivation should be understood to refer not only to material poverty, but also to cultural and social deprivation, resulting from a breakdown of family and community structures that provide individuals with a sense of security, belonging and participation. Exclusion is understood to refer to individuals and social

groups that are excluded from opportunities for education and social advancement, from any form of social protection or welfare, from the organized labour market, and from productive and gainful employment. It involves marginalization and alienation of individuals and groups and sometimes large masses of people. If these phenomena spread and are allowed to persist, they lead to breakdown of civic institutions.

21. Deprivation and exclusion are present in all countries, at all levels of development, even though the nature, extent and gravity of the problems vary greatly from country to country. Clearly, there is a need to promote a world-wide recognition of the global nature of these problems - global in the sense not only that they are commonly shared, but also that they require an intensified effort of global solidarity, from which all should ultimately benefit.

22. Any approach to addressing the problems of poverty, employment and social integration cannot be divorced from the global economic context or national economic policies. Jobs cannot be created, poverty cannot be overcome, greater social integration cannot be achieved, in conditions of economic stagnation or recession. An economic environment needs to be created that is favourable to the attainment of social objectives; but greater economic efficiency, important though it is, will not by itself suffice to ensure social progress: the quality of growth and the type of investments undertaken are as important as rates of aggregate growth and the magnitude of investment. Investments in human resources through improved education, health and training yield high rates of returns besides leading to greater equality and social progress.

23. The Summit will need to take into account the importance of bringing about greater harmony and integration between economic and social policy-making - at the international as well as at the national level. It will also need to examine these issues in the context of a growing globalization of the world economy that is leading to a changing international division of labour from which all countries should benefit, provided all are able to compete on an equitable basis.

24. However, a clear distinction needs to be made between the countries that are in a position to benefit from the above-mentioned changes, and those countries, particularly in Africa and the least-developed ones, that are being increasingly marginalized by such changes, with negative effects on employment, poverty alleviation and social cohesion. A major effort of international solidarity will be needed to assist those countries in building up their productive structures and human resources if they are to tackle effectively the immense social problems with which they are confronted. The Summit should be an occasion to promote such international solidarity.

25. A closely related question that will need to be addressed concerns the volume and the allocation of resources for the attainment of social goals. In order for most developing countries to successfully pursue viable human development strategies that lead to the realization of their national social objectives, they will need to mobilize greatly increased financial and material resources and reallocate them more efficiently to the social sector in accordance with their national priorities. The international community, including multilateral financial institutions and the United Nations system, would need to support these national efforts by a concomitant increase in and

reallocation of their financial and technical assistance for social development goals. The Summit should provide an opportunity for commitments, at the highest political level, to mobilize and reallocate resources for social development in all countries.

26. Social progress cannot be achieved by State action alone, or by complete reliance on market forces. Each country needs to find the right balance between State intervention including local government and private, community or non-governmental initiatives, in the light of its economic and social conditions and cultural traditions. Innovative and creative combinations of these elements will need to be developed to achieve synergy between efficiency and equity. Certain basic principles, however, should provide a common basis for action by all countries: The State has to guarantee full respect for human rights and freedoms, including particularly the right of all citizens to associate freely in organizations of their own choosing, and to participate in decisions that affect them directly. State action is also clearly necessary to provide a legal framework governing social relations and social protection, and to maintain a balance among different interest groups in accordance with the public interest; the State also has a responsibility to provide efficient social services to protect the most vulnerable groups of society, and to provide them with opportunities to be productive citizens and to reduce their vulnerability.

27. The State can only effectively discharge these responsibilities, however, if its actions are transparent, if it is accountable to democratically elected institutions, and if it not only tolerates but also promotes public debate and popular participation in decision-making at all levels. Cooperation and consultation between public authorities, private business, trade unions, rural communities and non-governmental organizations are vital to the success of economic and social policies, and the Summit should provide a forum not only for reaffirming these fundamental principles but also for devising creative ways of giving practical shape to them in the new international context.

28. A crucial consideration that has to be kept in view is the following: the poor, far from being welfare recipients exclusively must be seen as productive agents of society, who are able to - and actually do - contribute to growth and development. A key question for the Summit will therefore be how to make "banking on the poor" a unifying feature of development strategies.

29. A final consideration is that the key concerns of the Summit will need to be viewed in the light of Agenda 21, 3/ adopted by the United Nations Commission on Environment and Development, in which combating poverty, taking into account demographic dynamics and changing consumption patterns are presented as being among the principal elements of sustainable development. A critical factor tying together these three concerns of the United Nations Commission on Environment and Development and providing a link to the Summit is productivity. It is in the growth of productivity of the poor and of their access to resources that the substantive answer to the problems of poverty and social integration can be found. Increased productivity of the poor is also the surest path to sustainable development in developing countries where poverty is one of the principal causes of environmental degradation.

III. CORE ISSUES

30. The problems of lack of social integration, poverty and unemployment are encountered in varying degrees in all countries and regions of the world. Among developing countries, these problems persist as a result of a whole array of historical, political, economic and social factors that have defined their national experience since the achievement of independence. A large number of countries emerged from the colonial period with multi-ethnic societies characterized by great religious, linguistic and cultural diversity. Within the context of those countries having had little experience to draw on and of their having been confronted with the challenge of meeting popular expectations aroused by independence, the tasks of nation-building - including creating stable and legitimate political systems, putting into place social and economic infrastructures and spurring development, in an international environment that was not entirely favourable - turned out to be far more difficult than anyone could have anticipated at the outset. This is not to say, however, that there have been no accomplishments. Living conditions have improved significantly in a large number of developing countries as indicated by increasing life expectancy, better nutrition, rising literacy and falling infant mortality rates. Some among them have been able to reduce poverty, and create adequate employment opportunities, and have generally succeeded in achieving greater social cohesion and stability.

31. In industrialized societies, rapid economic expansion and the construction of elaborate systems of welfare in the first two decades after the Second World War led to the expectation that unemployment and poverty would be slowly but inexorably banished. In the past two decades, however, as economic growth slowed down and the whole panoply of policies constituting the welfare state came under increasing scrutiny, high rates of unemployment and persistent pockets of poverty have blemished the socio-economic landscape of even the most affluent societies.

32. In the countries with economies in transition, where in the past poverty and unemployment did not occur (at least in a formal sense), not only have these problems surfaced on a large scale but they are likely to remain major sources of social tension for the foreseeable future.

33. The preparatory process for the Summit and the Summit itself should provide a valuable opportunity not only to promote a better understanding of these interrelated phenomena and their underlying causes, but also to identify the most appropriate policy responses, at the national and international levels, for the purpose of addressing them. A closer scrutiny of successes and set-backs should suggest what works and what does not. This would involve filling in information gaps which remain large in the case of the poor, the disadvantaged and the rural and informal sectors in many countries. It would also require new and innovative approaches to concerting actions by Governments, communities, non-governmental organizations and other actors in the field in order to develop a total societal response based on the concept of a social compact or partnership for development.

A. The enhancement of social integration, particularly of the more disadvantaged and marginalized groups

34. Social integration is a complex and elusive phenomenon that is not amenable to simple definition or measurement, but if it is to be addressed comprehensively and over the long term it needs to be demarcated broadly to encompass the socio-economic, cultural and even political dimensions including institutional and policy frameworks.

35. Apart from the consideration of commonly shared factors affecting social integration, questions relating to specific country situations will need to be addressed. What sorts of strategies, policies and institutional innovations have been tried, and with what results, in different cultural and political settings? What are the linkages between patterns of governance and equality of opportunity in a given society? What are the levels and patterns of resource allocations? To what extent are the disadvantaged and marginal groups targeted by specific policies and institutions? How much access do they have to services, resources and institutions of redress? What channels are available for the articulation of public needs and aspirations? Answers to these and similar questions would largely determine the extent of the stability and integration of a given society over the long term.

36. Social integration is often equated with stability, but apparent stability may conceal undercurrents reflecting deep social cleavages and tensions. As recent experience has so amply shown, societies considered well integrated at a certain time can be subject to profound convulsions soon after. Differences with respect to interests and views on political, economic and social policies are inherent in all societies and indeed constitute the essence of democratic politics. However, a broad consensus on societal goals and values and an institutional framework for resolving political, economic and social differences are a first prerequisite of lasting social integration.

37. Sharp differences in distribution of wealth and in living standards, and in access to resources such as land and capital and public services such as education and health can generate severe strains even in homogeneous societies. Most countries, however, are populated by multi-ethnic and multicultural societies. In such societies, discrimination, whether perceived or real, with respect to access to resources, institutions and services can lead to serious tensions and even civil conflict among religious, linguistic or ethnic groups. Thus equality of access and of opportunity is a central pillar of social integration.

38. Material prosperity widely shared can help resolve tensions and foster social cohesion. Rising living standards and increasing employment opportunities have contributed to ethnic harmony in several culturally diverse countries, but material well-being may not always be able to contain tensions if social and political policies reinforce ethnic divisions. Thus respect for human rights, tolerance of cultural diversity, rule of law, independence of the judiciary and promotion of institutions of civil society are all likely to favour social integration. The absence or erosion of these elements has often given rise to civil wars and ethnic conflicts.

39. All societies are characterized, though in varying degrees, by the existence of disadvantaged groups that feel excluded from full participation in

national life. These include the impoverished and the weak, and minority groups defined by religion, race, caste, colour or language. Small farmers and the landless, constituting more than half of the rural population of developing countries, are the largest groups among the disadvantaged in those countries. Other disadvantaged groups include pastoralists, nomadic and indigenous tribes, and ethnic minorities. Often, women, children and youth are disadvantaged and vulnerable. These groups have little access to economic and social services and few assets. Living precariously on the margin, survival is their principal preoccupation. Having large families constitute a part of their survival strategies. Their material poverty is often aggravated by social isolation, alienation, dependence, and lack of participation in decisions affecting their lives, and characterized by severely restricted choices.

40. Functional illiteracy and lack of training are a major cause of the marginalization of disadvantaged groups. Lack of power and access to resources and assets is both a cause and consequence of disadvantage and vulnerability. In general, tenants, sharecroppers and landless agricultural workers are dominated by and dependent upon a rural elite. Rapid population growth and poverty lead them to their overexploitation of the slender resource base available to them, which causes environmental damage to the forest cover and the soil.

41. This marginality trap is often reinforced by cultural, religious and political factors that result in discrimination against disadvantaged groups and minorities. An important task in achieving better social integration is therefore to address the problems of discrimination and social isolation without causing social conflict between the marginalized and the dominant. This implies attitudinal and institutional transformations to make societies more tolerant and just.

42. The unequal status of women remains a major social concern in practically all societies. In many countries, this is fortified through culturally and religiously justified relations. An improvement in the status of women, who constitute over one half of the population, and their integration into the mainstream of the socio-economic and political life of society are an essential prerequisite for the success of any social integration effort.

43. A very large proportion of youth in developing countries and a considerable number in developed ones are functionally illiterate and have trouble entering in the labour market. As a result, many of the young become "inactive". In recent years, the proportion of inactive youth has increased dramatically in all groups of countries, and this has resulted in alienation and other social ills. The phenomenon needs to be addressed by comprehensive functional training and employment-generation strategies.

44. The disabled and the elderly often suffer from marginalization owing to their vulnerability. In recent years, the number of disabled in the developing world has increased owing to civil strife and a higher frequency of natural disasters. Under conditions of poverty and owing to the weakening of extended family and communal ties, these people end up at the bottom of society. Formal arrangements for their security, protection and social integration are practically non-existent in most developing countries. An important task is therefore to build strong safety nets for these groups.

45. It is evident from the above discussion that enhancing social integration and bringing the vulnerable and disadvantaged segments of society into the mainstream remain a complex and difficult undertaking. Governments must serve as the cutting edge in ensuring full and democratic participation of the people in governance, setting the right policies, strengthening laws and institutions of justice and redress, ensuring a favourable environment for rapid economic growth and equality of opportunity, targeting disadvantaged groups so as to integrate them into the mainstream, and creating social safety nets for the vulnerable and the weak; but individuals, groups and communities have an equal responsibility to organize and to generate popular and democratic pressure against discrimination, deprivation and exclusion. Peaceful dialogue and communication are the keys to social integration. The international community has an equal responsibility to support these national efforts by creation of a favourable international environment and by adequate and stable development assistance flows for the attainment of the above-mentioned social objectives.

B. Alleviation and reduction of poverty

46. Over one billion people, or one fifth of humanity, subsist on an annual per capita income of less than US$ 370, or less than one dollar per day in 1985 prices. As shown in the table, the numbers of these poor have been rising at a rate nearly equal to that of population growth. Thus there were some 88 million more poor people in the world in 1990 than in 1985. Only in East Asia was there a decline in the number of the poor. In South Asia, their proportion with respect to the total population fell steadily in the 1980s but the total number of poor rose during the second half of the decade. In Africa, the Middle East and Latin America, the number of poor people increased both in relative and absolute terms. In general, even under fairly optimistic assumptions about global economic recovery during the rest of the present decade, it is quite possible that the total number of poor in the world at the turn of the century will be higher than the current number. 4/ Poverty thus remains the major concern and challenge that development strategies must tackle in the years to come.

47. As noted above, pockets of poverty also persist in the industrialized countries; but for the most part their economic conditions, welfare systems and low population growth rates suggest that the problem can be addressed with appropriate adjustments in policies. Conjunctural poverty, however, has grown dramatically in recent years in Eastern Europe and the newly independent successor States of the former Union of Soviet Socialist Republics, as a result of rising unemployment, old-age pension provisions that have fallen behind inflation, reduced social expenditures, and other social costs associated with economic transformation.

48. Vigorous and sustained economic growth is clearly an essential condition for poverty reduction. Its importance for reducing poverty is illustrated by the experience of countries in East and South-East Asia, which have achieved sustained growth and also experienced large declines in poverty. The converse is also true: falls in per capita income in the 1980s in Latin America and Africa, for example, brought substantial increases in poverty. The pattern of growth is also an important factor in determining the extent of growth of the incomes of the poor. For example, equitable participation in rural-based growth

Poverty in the developing world, 1985-2000

Region	Percentage of population below poverty line a/			Number of poor (millions)		
	1985	1990	2000	1985	1990	2000
South Asia	51.8	49.0	36.9	532	562	511
East Asia	13.2	11.3	4.2	182	169	73
Middle East and north Africa	30.6	33.1	30.6	60	73	89
Sub-Saharan Africa	47.6	47.8	49.7	184	216	304
Latin America and the Caribbean	22.4	22.5	24.9	87	108	126
Eastern Europe b/	7.1	7.1	5.8	5	5	4
All low-income and middle-income countries c/	30.5	29.7	24.1	1 051	1 133	1 107

Source: World Bank, World Development Report, 1992: Development and the Environment (New York, Oxford University Press, 1992), table 1.1.

a/ Poverty line used here based on an annual income per capita of $370 in 1985 purchasing power parity dollars.

b/ Not including the former USSR.

c/ Not including the former USSR and European Community middle-income countries Greece and Portugal.

in some large countries in Asia throughout the 1980s brought about an impressive reduction in poverty. Policies that helped open economic spaces for individual initiatives at the local level greatly facilitated this process.

49. Equal importance to policies promoting broad-based growth are increasing the availability of basic social services and improving their quality. Providing basic social services to all is an effective approach for reaching the poor, because the poor tend to benefit disproportionately from investments in basic services. Not only can they reap direct income gains from being better educated and in better health, but better health and education also increase their range of choices. The real opportunity that now exists to ensure access for everyone to basic education, primary health care including family planning, clean water and sanitation, and nutrition is an issue around which global agreement and a common purpose can be forged at the Summit.

50. A sound and growth-oriented macroeconomic framework will need to be complemented by targeted policies and strategies for the reduction and alleviation of poverty. Experience has shown that a greater impact can be

achieved if these are designed and implemented with the grass-roots participation of the poor, and build on their capacities and skills. Rural poverty can be reduced by access to small-scale rural credit, and extension services, by the building of small-scale irrigation works and feeder roads, and the provision of primary health care and education and potable water to improve the quality of life and capital of the poor. In many countries, land reform and improvements in tenancy, laws and practices may be necessary to improve asset ownership by the poor and to achieve a more efficient use of land resources. Agenda 21 has focused attention on the need to integrate resource management programmes and anti-poverty programmes, particularly in ecologically fragile areas like deserts, mountains, forests, coastal zones and small islands.

51. A reduction in urban poverty implies much greater attention to the informal sector, creation of favourable conditions for small-scale enterprises and micro-enterprises and enhanced access of the poor to essential services such as clean water and electricity, primary education and health care, transportation and improved housing conditions through the use of appropriate technologies.

52. Population growth and poverty are linked. Poverty, landlessness, and lack of access to education and health services lead to high fertility rates. A large family-size in its turn reinforces deprivation in poor households, and rapid population growth reduces the ability of poor countries to find the resources required for employment generation and social infrastructure. Reduced fertility rates will help poor households, particularly the women and children in such households, to aim at higher standard of consumption, and reduced population growth rates will help poor countries reduce the incidence of poverty and unemployment. Effective national population policies and programmes designed to encompass the poorer segments of society should thus be an essential component of poverty reduction strategies.

53. Clearly, such targeted policies and programmes will need to be implemented on a sufficiently large scale and sustained over a long period of time to have a substantial impact on endemic poverty. Furthermore, every policy and programme has a cost. A major mobilization effort will thus be needed to generate the resources required to carry out a successful assault on poverty. Policy makers will need to re-examine national priorities so that the poor are regarded as being among the first of those priorities. In practical terms, this means that the balance of resource allocation will need to shift in favour of the poor. Could this be brought about without generating new frictions and tensions in the society concerned? Could a national social compact or partnership for development be devised that is perceived as a positive-sum game by privileged and poor alike? Can the uplift of the poor be seen by the privileged as being in their own interest as well? These are some of the questions that call for attention in the preparations for the Summit.

54. However, given the massive and entrenched character of poverty, even a major shift in resources is not likely to be sufficient to address this issue in full measure. For a truly successful effort to reduce poverty, new resources must be generated at the local community, national and international levels. At the local level, innovative and creative approaches must be developed to marshall the energies and skills of the poor through community-based programmes and projects. Non-governmental agents of development can play a critical part in this regard. At the national level, higher rates of growth, savings and capital formation need to be attained to generate resources for poverty

reduction. The question to be asked in this context is: What is a socially necessary rate of growth and how can it be achieved and sustained by all countries? This is a dimension that must be addressed in the preparations for the Summit.

55. There is also the factor of international solidarity to consider. How can a concomitant mobilization of and shift in resources be carried out at the global level to support national policies for poverty reduction and social development? Can a social compact be envisaged at the international level that expresses solidarity among all members of the world community? Together, the answers to these questions will determine the outcome of the Summit.

C. Expansion of productive employment

56. In Article 55 of the Charter of the United Nations, under the heading "International economic and social cooperation", it is stated that the United Nations shall promote, inter alia, full employment. This objective is further elaborated in the International Labour Organisation (ILO) Employment Policy Convention (No. 122) of 1964 which provides that members shall "declare and pursue, as a major goal, an active policy designed to promote full, productive and freely chosen employment".

57. In the past decade or so, unemployment has increased rather than receded in practically all groups of countries. At the beginning of the 1990s, and not including the rural sector, at least 70 million people were estimated to be unemployed in developing countries, about 28 million in developed countries and 7.5 million in countries with economies in transition. In the short term at least, the stabilization and adjustment policies pursued by developing countries in the past few years have tended to accentuate unemployment. Unemployment rates have doubled to around 8 per cent in Organisation for Economic Co-operation and Development (OECD) countries and the transition economies are experiencing a massive increase in the number of unemployed. 5/

58. The figures do not, however, capture the full scale of the problem. They do not cover rural unemployment or underemployment nor do they cover the large and growing informal sector. The informal sector is estimated to absorb over 60 per cent of urban labour force in sub-Saharan Africa, 50-75 per cent in some countries in South Asia, and 10-20 per cent in the newly industrialized countries in East and South-East Asia. 6/ In some countries of Latin America, there has been some improvement in the overall employment situation as a result of economic recovery.

59. It will then be necessary to account for the generally unsatisfactory employment situation in the world, and for the significant differences between countries and regions. To a large extent, this can of course be attributed to the economic performance of different countries, to the generally sluggish state of the world economy, and to the frequently tough fiscal and monetary measures adopted to deal with balance-of-payments problems and to combat inflation; but employment problems cannot be explained only by a slow growth of output. By having different effects on, for instance, the structure of investment, the types of economic policies followed can influence the pattern and growth of employment independently of their effects on output growth. Moreover, there are numerous other factors that affect both the supply and the demand sides of the

labour market, that affect the nature, structure, productivity, remuneration and quality of employment, as well as its total volume, and that make some groups particularly vulnerable in the labour market. Demographic trends affect the total growth of the labour force, but also its distribution including rural-urban and international migration. The availability of appropriate education and training has an obvious influence over the ability of individuals to compete in the labour market. Technological change profoundly affects the demand for labour and the structure of employment. Social and cultural factors are among those that influence the growth of entrepreneurship, as well as the participation of women in the labour force and their status in employment. The legal and institutional environment can either encourage or discourage the growth of enterprises and employment. The distribution of assets, such as land, is another factor affecting the search for, as well as the quality and productivity of, employment.

60. The complex interaction of these and other factors would need to be analysed in the preparatory process for the Summit and at the Summit itself. Such an assessment would have to take as its starting-point the impact of global economic trends on the employment situation and the labour markets of different regions or groups of countries, but would also suggest how domestic policies and other factors in different regions or groups of countries have either aggravated or alleviated the impact on employment of the international economic environment.

61. In the light of this analysis, some major policy issues could be raised for discussion.

62. Sustained, non-inflationary growth is obviously a first requirement for the generation of employment. This implies not only a sound macroeconomic policy framework, but also the need for structural adjustment and economic reforms to contend with the changing economic environment. The question to be addressed is to what extent it is possible to build into such reform policies and programmes provision for sustainable job creation, and protection for those whose jobs are eliminated. Is it possible and desirable to reconcile the objectives of monetary stability and full employment through policies designed to influence the growth of wages and other forms of income, and what implications does this have for industrial relations systems and free collective bargaining?

63. However, experience has shown that economic growth and improvements in economic efficiency, while essential, do not suffice to create enough employment for the entire labour force. The phenomenon of "jobless growth" has existed in many parts of the world. In recent years, it has been on the rise in all groups of countries except for a few countries in East Asia. 7/ It has been observed in the past that in developing countries high growth rates can coexist with high levels of unemployment and underemployment. Today similar problems are confronting industrially advanced countries. As they emerge from the recession, it is by no means certain that employment will grow at the same rate as the economy. In the past job losses in the manufacturing sector were offset by gains in the service sector including the public sector; but this may be less true in the future, in so far as technological and structural changes in the service sector could make it a less promising source of employment. The challenge facing virtually all countries is therefore how to make growth more employment-intensive, and this in turn raises questions concerning the

distribution of investment, the level and nature of skills and the functioning of the labour market.

64. In practically all countries, whatever their level of development, the greatest scope for the expansion of employment may lie in the growth of small enterprises and micro-enterprises, including self-employment, in rural and urban areas. However, small enterprises have great difficulty in surviving, and policies need to be devised to improve their survival prospects, for instance by improving their access to capital, credit, technology, markets and supporting services, and by enhancing management skills. In all these respects they tended to have been disadvantaged in the past. The development of an adequate physical infrastructure is also a key requirement for rural and urban development, and for the growth of industrial and agricultural enterprises and hence of employment. Well-designed labour-intensive public works programmes can therefore play an important role not only in creating short-term employment but also in providing a basis for the longer-term growth of productive employment.

65. Global markets for goods and services - including, though to a much smaller extent, the labour markets - are becoming increasingly integrated. In the face of competition, firms in certain industries are moving their operations to countries with lower labour costs. Such a redistribution of industry is widely regarded as a positive development. First, it requires adjustment in the industrially advanced countries and it also increases protectionist pressures in such countries. The challenge in those countries is therefore to maintain and strengthen open trading relationships and capital flows, while at the same time assisting industries, firms and workers to adjust to a changing environment.

66. Second, certain regions, particularly Africa and those of the least developed countries, and large parts of the world's population are being marginalized, since they are unable to compete in this process. Although the impact of integration of capital markets on employment is not clear, some of these global imbalances are leading to new patterns of international migration for employment, as well as a growth of illegal migration under highly exploitative conditions. Enhanced international cooperation may be called for to regulate migratory flows and to protect migrant workers, but another aim of international cooperation would be to reduce pressures for emigration by taking work to the workers, that is, by investing in job creation in countries losing people through emigration.

67. The quality of a country's human resources is now recognized as being a determining factor in that country's economic and social progress and in its ability to adjust to a changing environment. All too often this important fact has been lost sight of when decisions are taken concerning the allocation of resources. Education and training thus need to be given a central place in development. In many countries, this implies a significant reordering of development priorities; but it is a question not only of the quantity, but also of the type of education and training provided. A widespread phenomenon among the educated unemployed is the existence of skills and aptitudes that do not match the requirements of the labour market. There is an urgent need in virtually all countries not only to allocate higher resources to education but also to review education and training programmes so as to bring them into closer contact with the world of work and to develop schemes that will enable workers to adapt to changing labour market requirements.

68. At the same time, it has to be recognized that unemployment may also to some extent be due to segmented and inflexible labour markets. Labour is not always allocated among sectors, enterprises and occupations in such a way as to maximize both output and income, and by services that facilitate the job search, occupational choices and mobility between jobs. Labour markets need to operate not only efficiently and flexibly but also equitably, that is, without discrimination against disadvantaged and vulnerable groups.

69. The main employment problem in many countries is not open unemployment, but rather precarious, low-productivity and low-income employment, in which workers are deprived of any form of social protection beyond that provided by their families or sometimes by local communities. In most developing countries, the workers engaged in regular, stable employment with adequate working conditions and social protection represent only a very small proportion of the labour force. Even in the advanced countries which have highly developed official systems of social protection, there is increasing recourse to casual, temporary or part-time forms of employment. To some extent, such a trend may be the result of a personal choice by workers who prefer these more flexible forms of employment, but to a large extent it is also due to changing attitudes of enterprises towards their labour force. The key issue to be considered here is the trade-off between the quality and the quantity of employment. To what extent is the provision of social protection and other measures to protect workers against exploitation a deterrent to an expansion of employment? Furthermore, to what extent is it possible to bring workers in the rural and informal sectors within the ambit of the regulations and institutions of modern society without depriving them of their only source of income, however precarious?

70. Among the issues to be considered is the role of the State in the functioning of the market. Even though the State cannot alone guarantee full, productive, freely chosen and high-quality employment, it must create the macroeconomic conditions that favour the growth of productive jobs and investment, develop policies that stimulate enterprise and job creation, provide services for education, training, and health that improve the quality of human resources, ensure adequate social protection, and develop a legislative and institutional framework to regulate, and ensure the smooth functioning of, the labour market. However, it is also important that the growth of representative organizations capable of speaking in the name of the main actors in the labour market, and the development of a social dialogue among them, be encouraged. The development of a dialogue among all the productive forces of society and of harmonious systems of industrial relations based on cooperation rather than confrontation can be of primary importance for the creation of a climate conducive to the growth of productive, high-quality employment.

IV. ROLE OF THE UNITED NATIONS SYSTEM

71. A basic objective of the United Nations system and its agencies and programmes, from their inception, has been to improve the lives and social conditions of all members of societies, in particular through facilitating cooperation among Governments and peoples. Even a cursory glance at information on social goals and targets and the principal activities being carried out particularly in relation to the three core issues to be considered at the World Summit for Social Development would show how vast is the involvement of the

United Nations system in the social sphere. (See also the additional information on activities of organizations of the United Nations system.)

72. The basic objective has remained in essence unchanged over the years, even as the notion of what constitutes the good society has undergone change and, more profoundly, the means and methods by which such a society should be promoted have evolved. Perhaps the most notable change in attitudes is reflected in the waning of interest in ideology and a marked preference for pragmatism. In the area of social policy, the trend has been towards the notion of the State more as enabler or facilitator and less as provider. Creative ways are also being sought to link the social functions of the State and the market response to social demands. However, societies are also being profoundly affected by technological change and the communications revolution. The implications of these changes for social policy at the national and international levels have yet to be explored fully.

73. The task before the United Nations system is to respond to these changes in an effective and unified manner. To a certain extent, this has been happening. An intensive process of reform has been under way in most organizations both at the intergovernmental and secretariat levels to enhance the coherence and effectiveness of their activities. At the central level, the role of the Economic and Social Council is being revitalized and its coordination functions vis-à-vis the system are being strengthened. The newly established Commission on Sustainable Development is expected to address, as an integral component of sustainability, the combating of the problem of poverty. Pursuant to the Cartagena Commitment, the United Nations Conference on Trade and Development (UNCTAD) has the mandate to examine poverty issues in relation to national and international policies for trade and development. The United Nations Development Programme (UNDP) has placed high priority on human resource development in its fifth cycle. The World Bank is focusing its assistance on reducing poverty. The International Monetary Fund (IMF) is paying increasing attention to the social dimension of stabilization and adjustment programmes. The principal focus of the United Nations Children's Fund (UNICEF), the United Nations Population Fund (UNFPA), the World Food Programme (WFP), the International Fund for Agricultural Development (IFAD) and the Food and Agriculture Organization of the United Nations (FAO) is on social and rural development and poverty reduction. ILO, the World Health Organization (WHO), the United Nations Educational, Scientific and Cultural Organization (UNESCO) and the United Nations Industrial Development Organization (UNIDO) are concerned with various aspects of employment, health, education and training. The human and social dimensions are being given increasing attention in the programmes of the regional commissions as well.

74. Questions are often raised, however, about the fragmented character of these activities and the apparent difficulty of bringing about greater coherence and effectiveness to work of the United Nations system. Concern is also expressed about the capacity of the system to adjust to a rapidly changing environment. There is a strong call from Member States for closer coordination and a united thrust in the multifaceted activities of the system.

75. The preparatory process for the Summit and its follow-up can be used to achieve a new unity of purpose in the social sphere in much the same way as the preparations for the United Nations Conference on Environment and Development and its follow-up have generated a more unified approach to sustainable

development. It can be used to refocus the system's activities on the basis of more clearly defined priorities, and can also help forge stronger linkages among its various components - funds, programmes, technical agencies, financial institutions and regional commissions - around common goals and strategies in order to concentrate scarce financial and technical resources. The preparatory process can also enable the United Nations system to play its catalytic role in bringing together the many actors concerned - Governments, non-governmental organizations, research institutions and community groups - for the purpose of achieving synergy and maximum impact.

76. The first step in achieving such a united thrust is to secure a common understanding of issues and develop unifying themes, and this implies a move away from a sectoral approach to social and economic issues to an integrated one. In addition, greater attention needs to be paid to the respective roles of government, the market and civil society. The United Nations system can promote a better understanding of the interactions among these entities so that countries can develop social policies that strike an appropriate balance among them.

77. That development is an integral process comprising economic, social and human dimensions is now explicitly recognized. However, there is need for a greater appreciation of the vital importance of institutions and of the social and cultural context in which policies and programmes are formulated and carried out. Their success, or effectiveness, will rely in part on an appreciation of such social factors. A significant step forward would be the extension of the notion of "social", beyond its narrow definition covering either the social sector or social welfare interventions, to also include the notion of "society". It should be recognized that a proper object of concern for social policy is the impact of political, economic and social decisions on each and every member of society, as well as the best means to promote opportunities for people and to enable their participation in decision-making.

78. The United Nations system can make a significant contribution to social development through the extension, in a coordinated manner, of its support for national efforts beyond the providing of direct assistance in the implementation of specific social programmes to the building up of national capacity for social analysis and policy design as well as to institutional development covering all areas of national life. The United Nations system is well placed to support national efforts through development of standards and norms, monitoring of trends, and evaluation of particular policies, as well as collection and dissemination of information and of assessments of future trends. The principal challenge in this area will be to make analysis and information as well as policy support and technical assistance available in a form and manner that can be readily utilized. The combined output of the system is vast: how to deliver more effectively relevant information and assistance to those who need such information and assistance and how to keep them aware and informed of what is available are the major immediate tasks - and those tasks would be greatly facilitated by still closer collaboration within the system.

79. For the United Nations system, clearly one task will remain paramount: to encourage and support international cooperation wherever necessary and desirable. In this context, two considerations may be emphasized. Increased globalization of issues, including specifically social issues, and the transborder nature of an increasing number of problems have made international

cooperation in many areas a necessity. The challenge for the United Nations system is to support, whenever appropriate, multilateral forms of cooperation within clear guidelines. The use of multilateral mechanisms needs to be encouraged so that the interests of all countries may find expression and can be harmonized. Second, apart from the issues that are already in the international agenda, international cooperation must encompass new and emerging issues that confront the international community.

80. International goals, guidelines and standards covering a large range of issues have been elaborated and agreed in the various forums of the United Nations; however, even when they have been agreed and formally accepted by countries, adherence to those goals and guidelines is sometimes uneven. Countries may interpret provisions differently, or have different possibilities for fulfilling certain undertakings. Such questions arise with particular starkness in the social sphere, where the force of different cultural traditions and of different conceptions of the good society is most keenly felt. The United Nations system still needs to confront a range of questions relating to the notion of unity in diversity. In other words, it needs to consider how to improve the process by which one can identify basic common human concerns - where adherence to common norms appears appropriate - while encouraging pluralism and diversity in other respects, so that all may benefit. The Summit would be a unique forum for harmonizing these often competing concerns.

V. OUTCOME OF THE SUMMIT

81. As the analysis in sections III and IV suggests, the three core issues clearly involve common areas of policy actions like the revival of the growth process, affirmative action for the poor, empowerment of marginal and disadvantaged groups, targeted employment generation, human resource development, labour market reforms, social security and democratization. They also require a common set of reorientations in international cooperation including the role of the United Nations system. The challenge before the preparatory process for the Summit is to spell out those reorientations in terms of coherent programmes linked together by a unifying theme so that a united thrust towards social progress can be achieved.

82. The preparatory process for the Summit should serve as a mobilizing factor for a whole range of actions in the social field at the local, national and international levels. Moreover, the Summit should be seen not as the end but as the start of a process that should yield practical benefits in terms of according a higher priority to the social dimension of development and reshaping national and international policies in the light of the new priorities.

83. The convening of the Summit will coincide with the fiftieth anniversary of the United Nations. The Summit will take place following the end of the cold war and close to the dawn of a new century. This will also be the first occasion when issues of social development will be addressed collectively by world leaders at the highest political level. Moreover, a number of factors make it a propitious moment for global action. Sterile ideological confrontation exists no more; the world has accumulated important lessons from half a century of development experience and human beings are increasingly being seen as a central focus of development. Furthermore, accelerating technological

processes are creating not only a more open economic space but also a new logic for policy coordination at the global level.

84. The issues to be considered by the Summit are no less important. Efforts to achieve higher levels of productive employment, a reduction of poverty and greater social integration are vital to achieving social peace and stability, without which economic progress and peace and security are not possible. As was stated in the report of the Secretary-General (A/47/277-S/24111) pursuant to the statement adopted by the Summit Meeting of the Security Council on 31 January 1992, entitled "An Agenda for Peace: preventive diplomacy, peacemaking and peace-keeping", and reaffirmed recently by the Security Council at a meeting held on 30 April 1993 (see document S/25696), social peace is as important as strategic and political peace.

85. On account both of its timing and of the issues to be addressed, the World Summit for Social Development should be a landmark in the quest for a more peaceful, prosperous and equitable world. It is important and legitimate at the outset of the preparatory process to set very ambitious objectives for the Summit. The Summit should leave a mark on social-policy making and on international cooperation for social development, in some ways comparable with that left by the Atlantic Charter, which in 1941 laid the basis for international cooperation in the economic and social fields through the United Nations system in the post-war world. The Atlantic Charter, among other things, gave universal expression to the concept of social security for all, which has profoundly influenced social policy ever since. The World Summit for Social Development should likewise set the objectives and framework for social policy in the post-cold war world; but social policy has to be thought of in terms not just of social protection and safety nets but also of a development policy that integrates poverty alleviation, employment generation and social integration into the mainstream of economic and political decision-making.

86. It was suggested earlier that a central unifying theme of the Summit could be the promotion of solidarity within and between countries for the purpose of combating deprivation and exclusion. Thus a possible outcome of the Summit could be an international compact for social development. Such a compact would be based on a recognition by the nations of the world that all have a common interest in each other's social progress and social stability - that is to say, on an acknowledgement both of the global dimensions of social problems in a world characterized by increasing interdependence but also by increasing competitiveness, and of the global trends that affect the attainment of social objectives.

Notes

1/ 1993 Report on the World Social Situation (United Nations publication, Sales No. E.93.IV.2), chap. VII, sect. A.

2/ Ibid., chap. I, sect. C (1).

3/ United Nations Conference on Environment and Development, Rio de Janeiro, 3-14 June 1992, vol. I, Resolutions Adopted by the Conference (United Nations publication, Sales No. E.92.I.8), resolution 1, annex II.

4/ World Bank, World Development Report, 1992: Development and the Environment (New York, Oxford University Press, 1992), pp. 29-30.

5/ Data are not strictly comparable owing to differences in methodologies and definitions of unemployment. Unemployment figures for the developed market economies are from World Economic Survey, 1993 (United Nations publication, Sales No. E.93.II.C.1), forthcoming; figures for Eastern Europe and the former Union of Soviet Socialist Republics are from Economic Commission for Europe, Economic Survey of Europe in 1992-1993 (United Nations publication, Sales No. E.93.II.E.1), and refer to the situation at the end of 1992. Developing countries unemployment data refer to 1990: see Economic and Social Commission for Asia and the Pacific, Economic and Social Survey of Asia and the Pacific, 1991 (United Nations publication, Sales No. E.92.II.F.4); R. Infante and E. Klein, "The Latin American labour market: 1950-1990", CEPAL Review, No. 45 (December 1991), pp. 121-135; and International Labour Organisation, World Labour Report, 1993 (Geneva, ILO, 1993).

6/ See 1993 Report on the World Social Situation (United Nations publication, Sales No. E.93.IV.2), chap. IV, sect. A (3).

7/ For a more detailed analysis of this issue, see United Nations Development Programme, Human Development Report, 1993 (New York, Oxford University Press, 1993), pp. 35-39.